



TEXAS
Health and Human
Services

Texas Department of Family
and Protective Services

sourcemark



Data and its Impact on Hiring Decisions

*Texas Government
Data Forum
June 22, 2017*

About Us



Experienced

Founded 1991 in Austin, Texas, Texas HUB since 1995
I.T. staffing and consulting, RPO, state and local government



RECRUIT: Objective Process Driven Sourcing and Matching System

Proprietary behavioral assessments custom-designed and validated for our clients
Assessments for skills and language proficiency
Automation of large volume intake leverages human involvement (2M+ candidates screened)



ENGAGE: Talent Driven

Data driven evaluation of people engagement
Initiatives to transform and improve retention
Leadership and culture drive engagement



EXTEND: Leveraging Technology and Talent

People that act as an extension of your team
Focus on quality and process improvement
Platform to integrate seamlessly with client processes and tools

Two Selection Methods



Hire Like an Artist

Gut feel

They are attractive

They give good interview

Vast majority of managers hire this way.



Hire Like a Pilot

They Fly by Checklist

Data Driven

Objective

SourceMatch approach.



Data Driven, Fair and Fast

Screening

- Efficiency and cost savings
- All applicants processed without exception

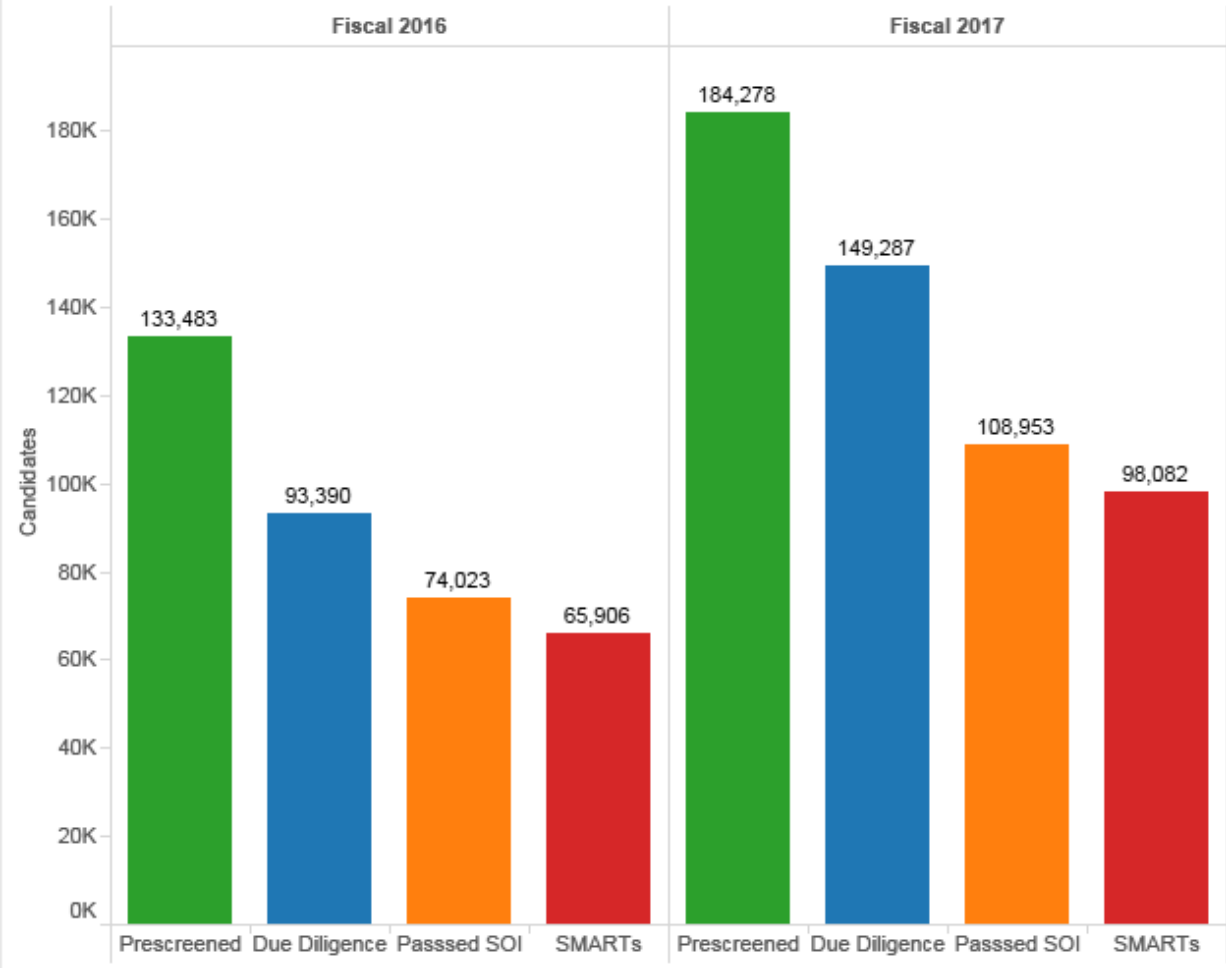
Assessing

- Skills
- Behavioral
- Fair and Consistent

Matching

- SMART report: Data provided to make the best hiring decision.

DFPS Program Volume



SourceMatch System at DFPS



Prescreen of all applicants

4-year college degree preferably in social work, psychology or related major.
Stable job history in the last 4 years.



Assessments

Self Assessment Survey
Statement of Interest
Human Services Inventory
Math and Reasoning Skills
Reading Comprehension
Analytical Skills



Bilingual Assessment

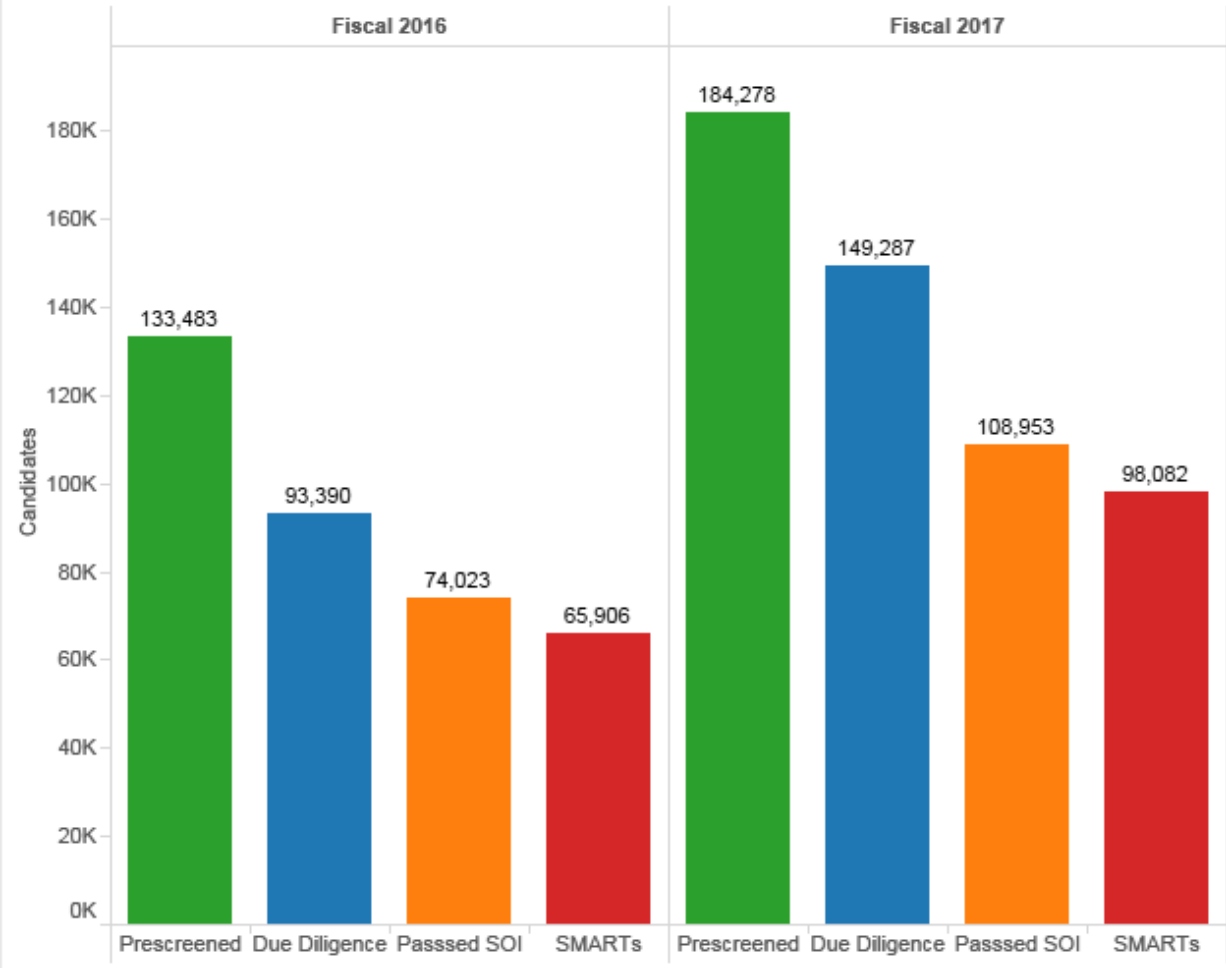
Spanish Vocabulary
Call-in Bilingual Interview Recorded Assessment (Recorded and Graded)

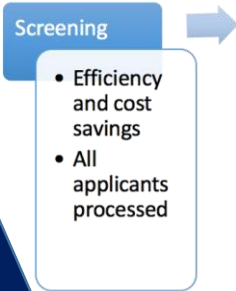


SMART Report

Compiles all applicant data in one page

DFPS Process Times

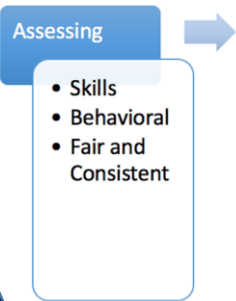




Automated first pass screens for basic education and work experience.

Human eyes QC the selections and manage special requests like giving priority to Veterans

Objective criteria leverages data for first level of decision-making.



Standardized Process

Custom selected (Behavioral profile, writing, skills, Spanish fluency developed to fit DFPS' needs)

Matching

Matching


- SMART report: Data provided to make the best hiring decision.

Strongest match report (SMART) is the cornerstone of each candidate’s application.

Evaluation process is scored as Strong Match, Adequate Match, Not a Strength.

STARK
SOURCEMATCH

SourceMatch
Assessment Report


10/29/2015

Candidate: Marco E Ramos

mramos13@yahoo.com

Position: CPS Investigation Worker

App ID: 3472578

956-223-6203

Job Req: 300382

City: San Juan TX 78589

956-460-6630

Job Loc: Weslaco

Overall Match	SOI : 2	Behavioral : 1	Skills : 3
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Behavioral Profile

Intent to Remain Employed (IRE)	88	ADQ
Stress Tolerance/Resilience/Coping	77	NAS
Client Interactions & Effects	70	NAS
Professional Commitment	80	ADQ
Receptivity	79	NAS

Legend

NAS - Not A Strength	ADQ - Adequate	STR - Strong
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Skills Assessments

Analytical Skills	74	
Reading Comprehension	90	
DIPS Math and Reasoning	88	
Spanish Vocabulary	85	
Spanish Audio Interview	50	

Spanish Language Proficiency

Adequately Proficient

Self Preferences

CVS : Unlikely Fit	FBSS : Unlikely Fit	INV : Unlikely Fit
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State Experience

None

College / University

University of Texas Pan American

Highest Degree / Major

Bachelors Degree - Major: Psychology

Realistic Job Preview provided to Applicant

TX-62727815

Relocate: Yes, if the commute distance is excessive

Drivers License:

TX-62727815

Updated/Verified: TX-62727815

Referred by:

Health and Human Services Employees or HR site

Military Referral:

Not applicable

Base: Not applicable

Commute Distances

McAllen 9	Edinburg: Canton 9	Weslaco 13	Edinburg: Closter 13
Harlingen 33	Rio Grande City 51	Raymondville 52	Brownsville 55
Kingsville 113	Alice 115	Robstown 136	Corpus Christi 150
Sinton 157	Laredo- N Arkansas 164	Laredo- McPherson 168	Beeville 170
Aranas Pass 174			

SMART Report

SourceMatch Assessment Report

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Behavioral Profile															
Percentile Ranking	Intent to Remain Employed (IRE)				<div></div>				88				ADQ		
	Stress Tolerance/Resilience/Coping				<div></div>				77				NAS		
	Client Interactions & Effects				<div></div>				70				NAS		
	Professional Commitment				<div></div>				80				ADQ		
	Receptivity				<div></div>				79				NAS		
Legend				NAS - Not A Strength				ADQ - Adequate				STR - Strong			

SMART Report

Skills Assessments

Analytical Skills	<div></div>	74	<div></div>
Reading Comprehension	<div></div>	90	<div></div>
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Spanish Audio Interview	<div></div>	50	<div></div>

Spanish Language Proficiency


Adequately Proficient

Self Preferences

CVS : Unlikely Fit	FBSS : Unlikely Fit	INV : Unlikely Fit
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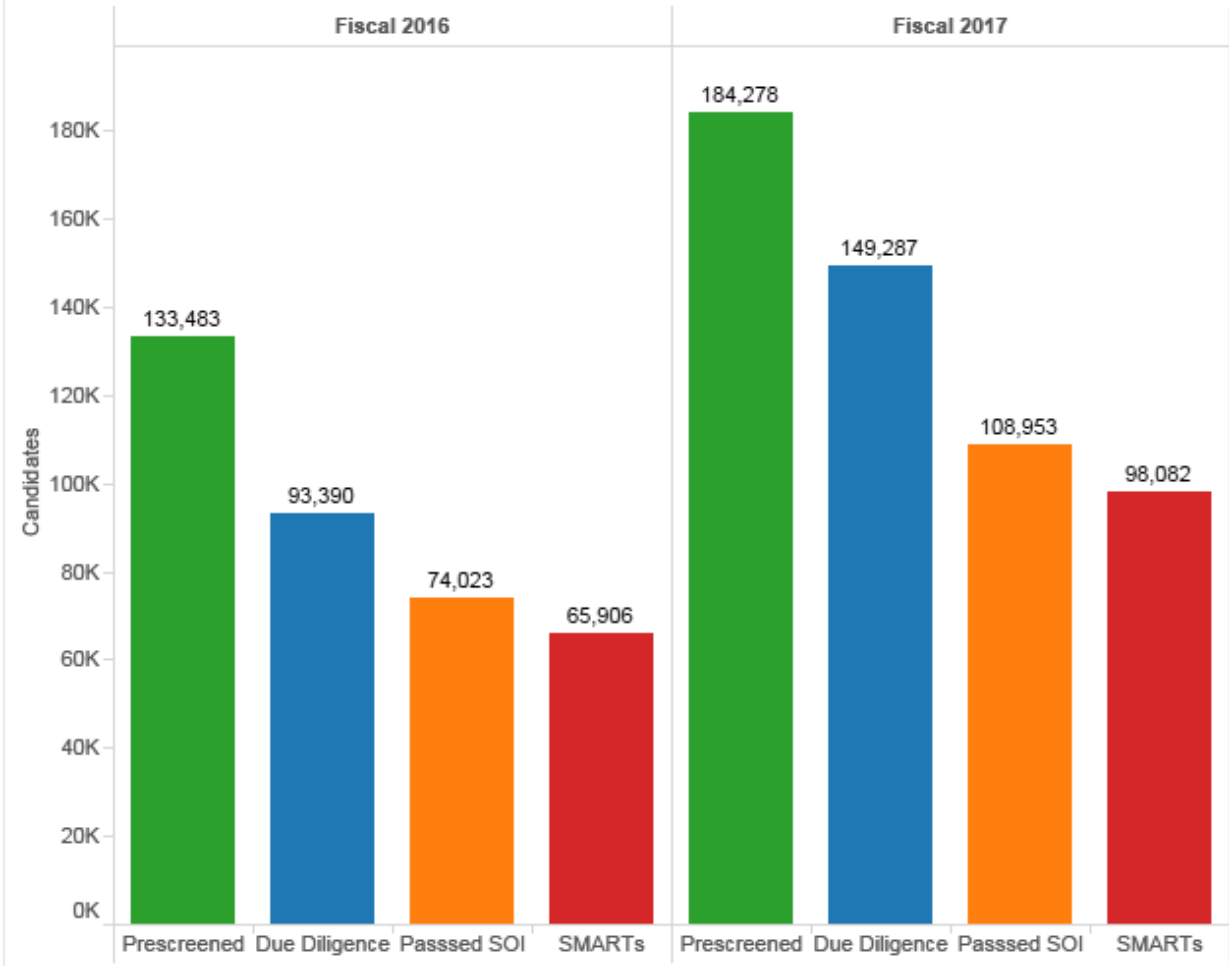
State Experience	None
College / University	University of Texas Pan American
Highest Degree / Major	Bachelors Degree - Major: Psychology

SMART Report

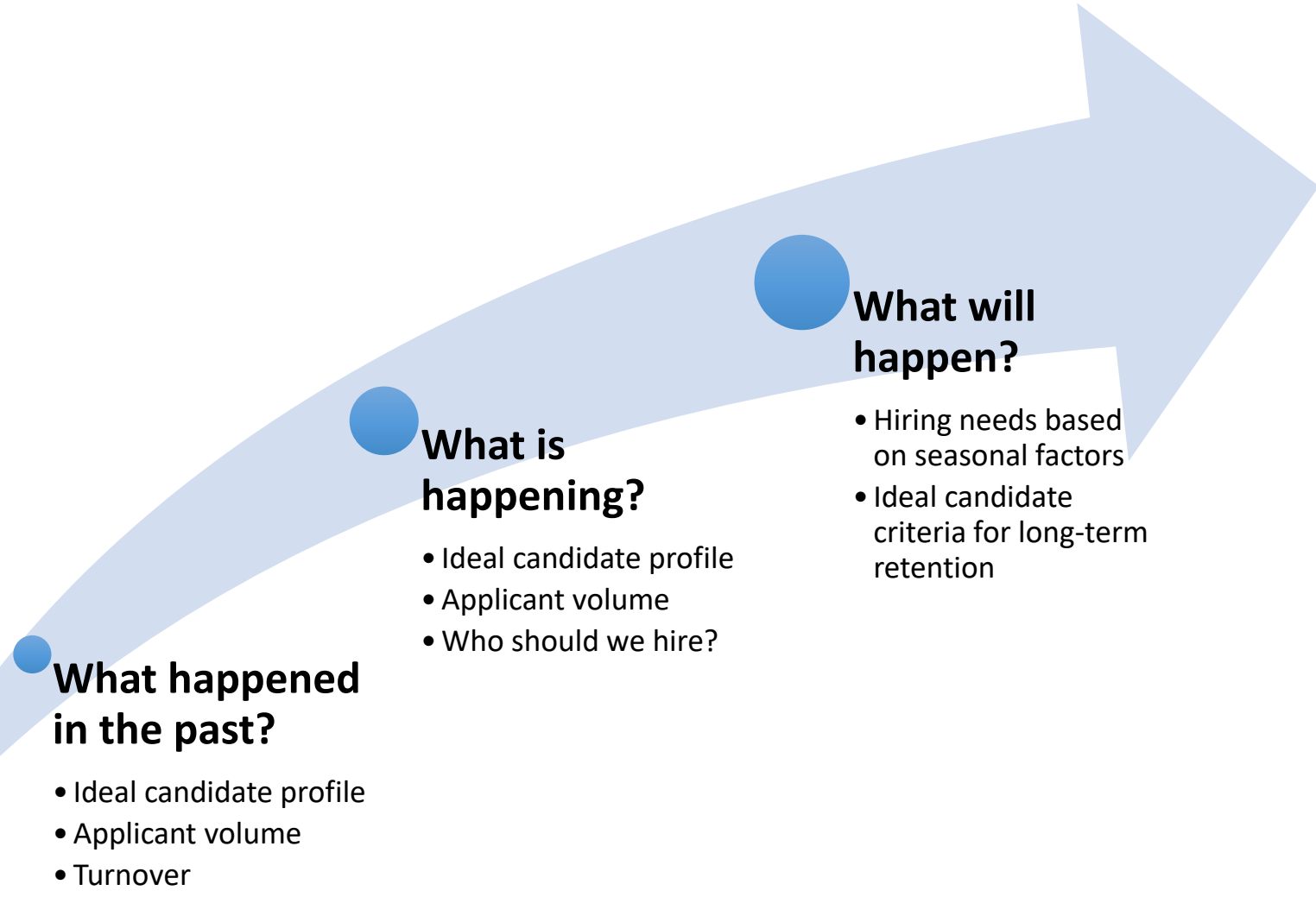
Realistic Job Preview provided to Applicant 		Relocate:	Yes, if the commute distance is excessive
Drivers License:	TX-02727815	Updated/Verified >	TX-02727815
Referred by:	Health and Human Services Employee or HR site		
Military Referral:	Not applicable	Base:	Not applicable

Commuting Distances	McAllen 9	Edinburg- Canton 9	Weslaco 13	Edinburg- Closner 13
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DFPS Candidate Final Scores

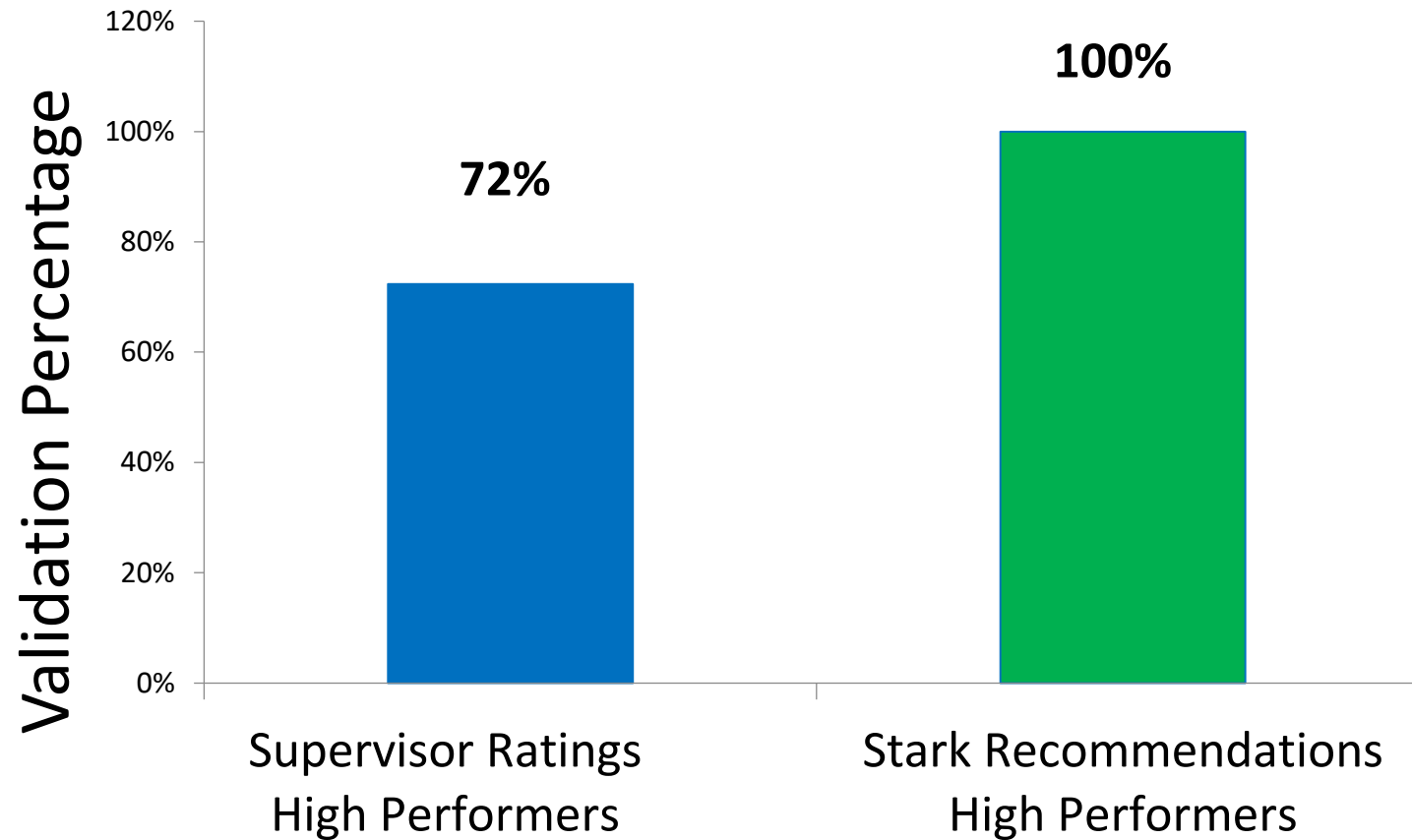


What do we want to know?



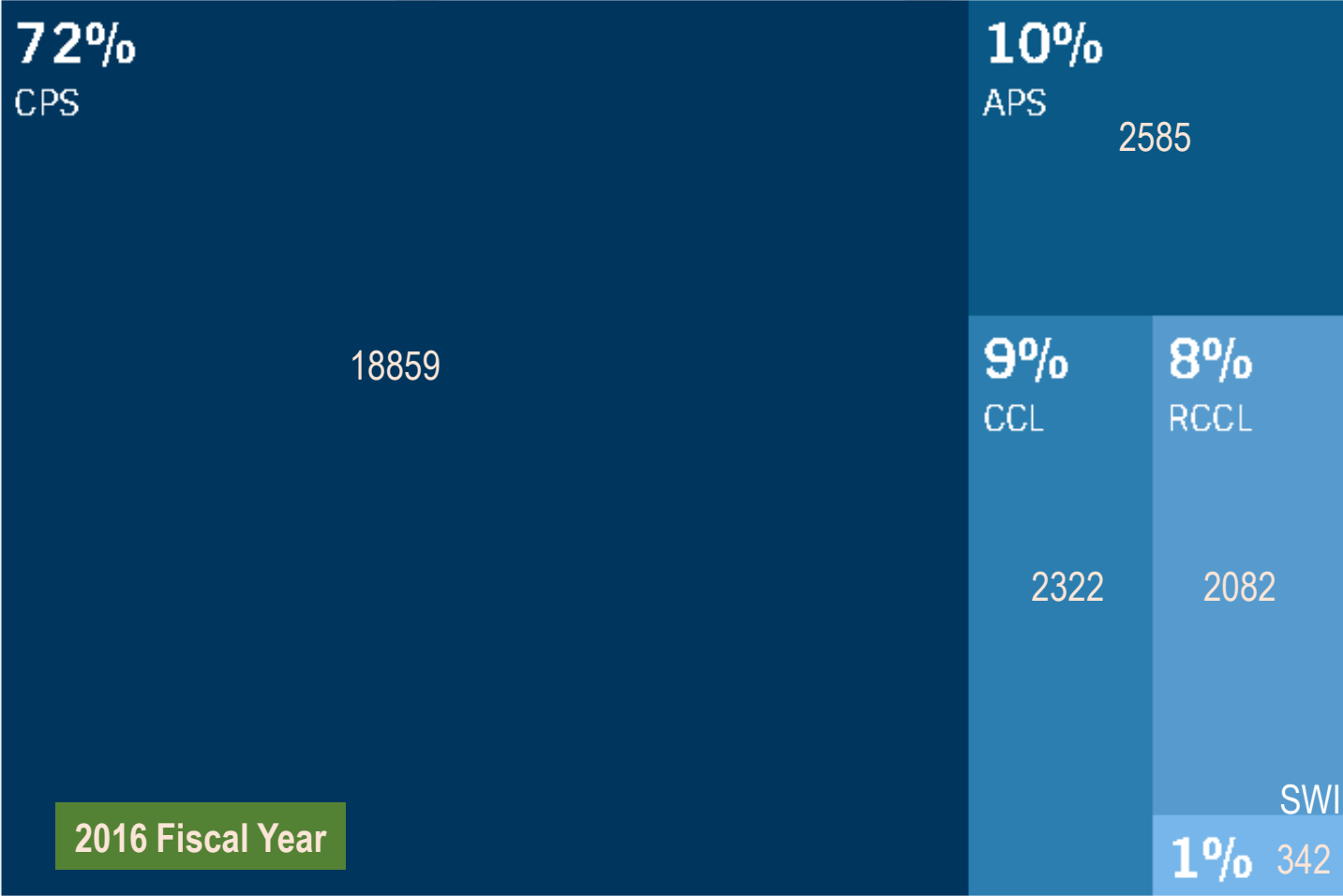
SourceMatch® Validation Future Outlook

SourceMatch predictor scores correlated significantly with composite Supervisor ratings and individual performance competencies



Additional Data About DFPS Applicants

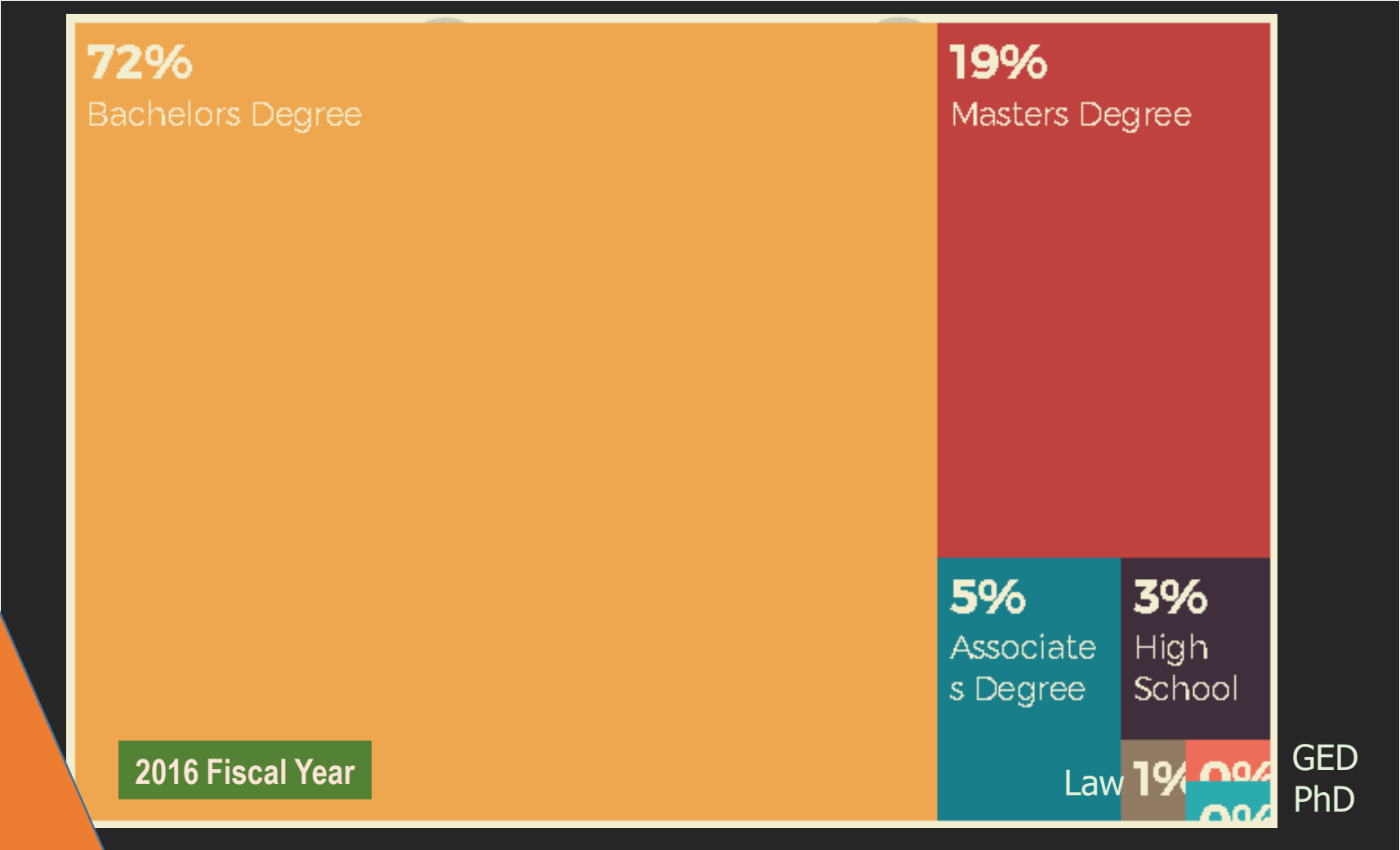
Program



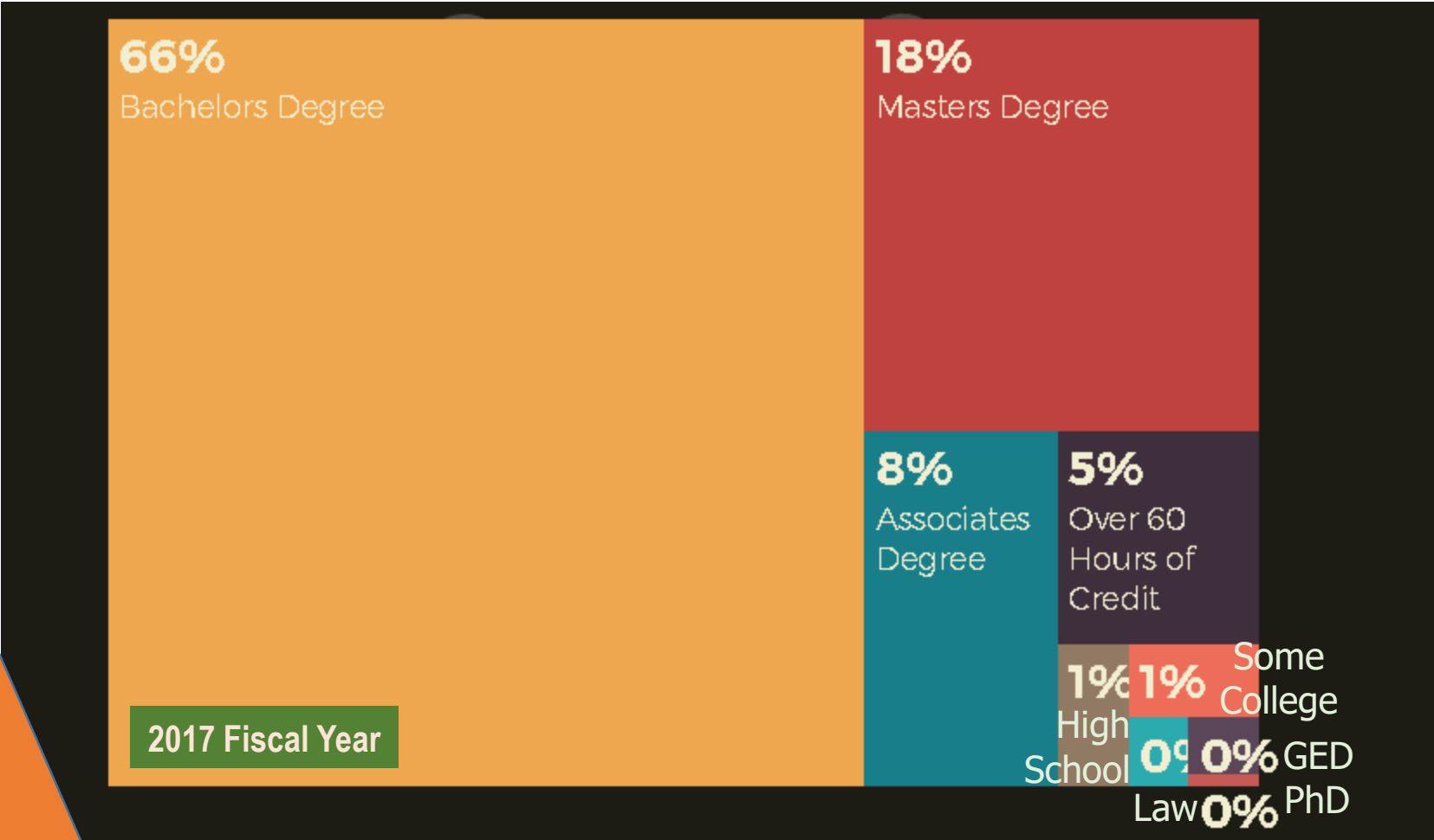
Program



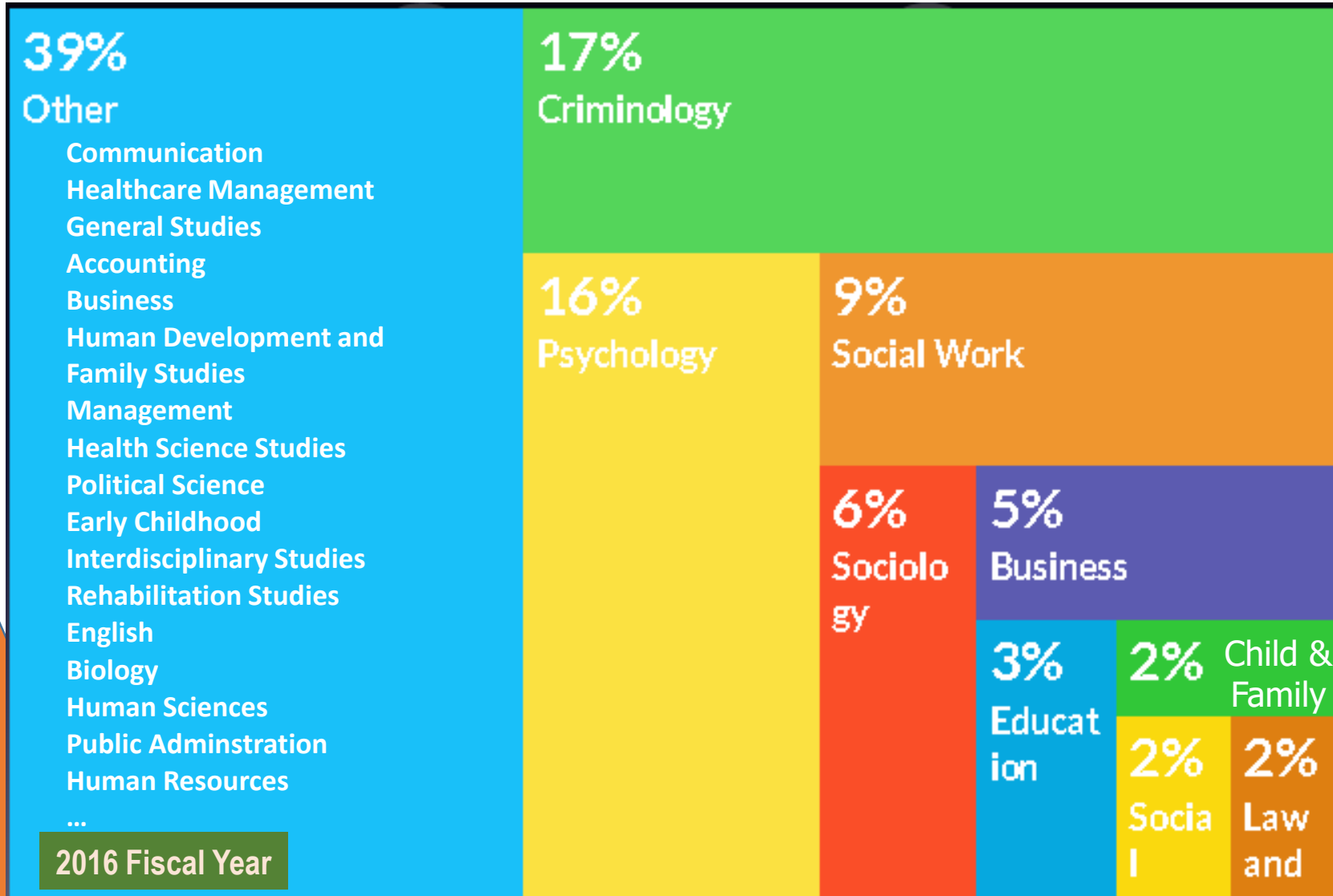
Degree



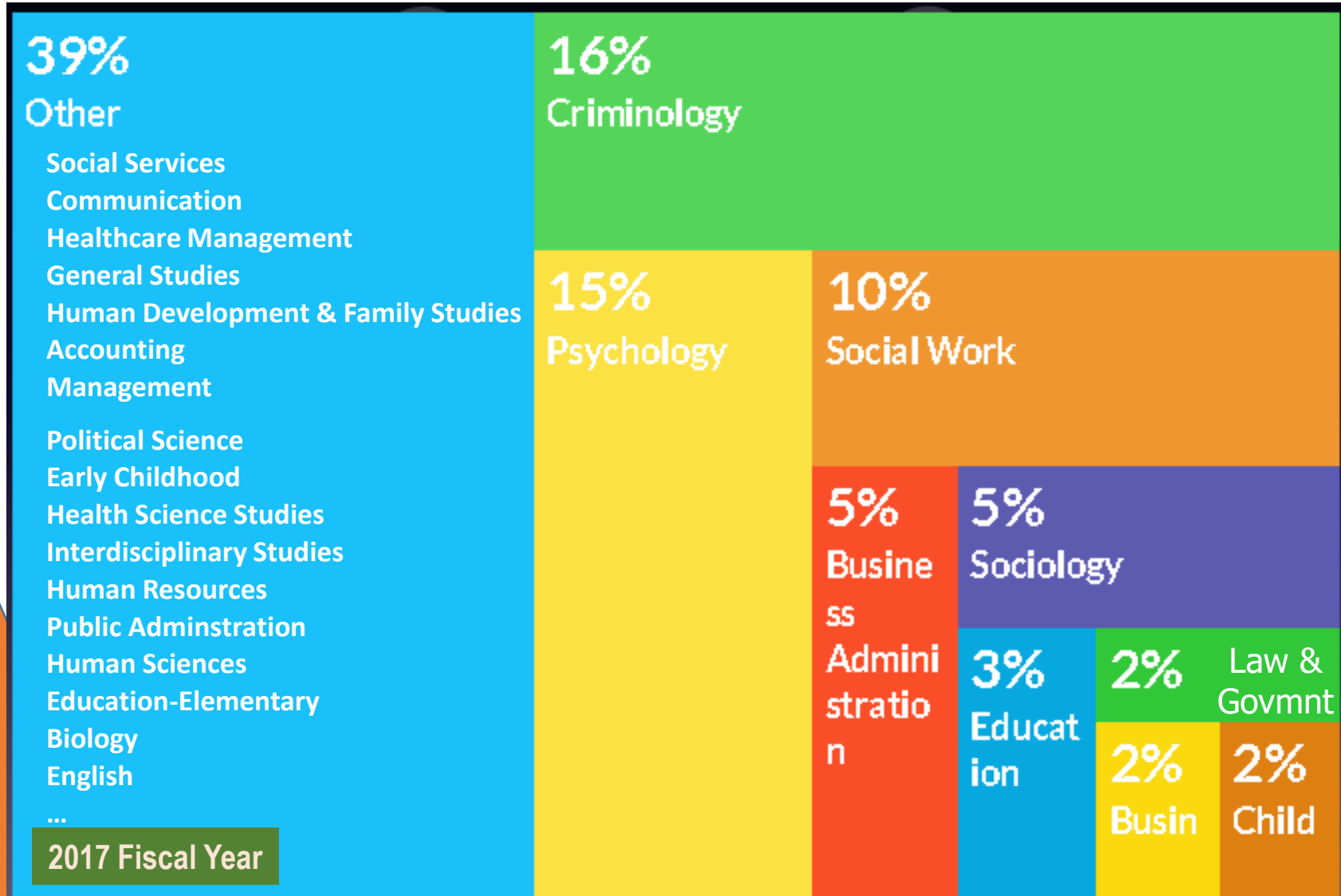
Program



Field of Study



Field of Study





RECRUIT • ENGAGE • EXTEND